

**Benchmark IVd.1.3:** Develop implementation plan for advancing changes in policy or initiating programs to improve access to bilingual and culturally-competent services.

**Evidence of Completion:** Implementation plan

**Serving Immigrant and Refugee Families in the Child Welfare System**

**CY 2011: Implementation Activities Completed**

<ul style="list-style-type: none"> <li>Draft language access policy</li> <li>Statewide Child Welfare and Immigration Training</li> <li>Statewide survey on resources for serving immigrant/refugee families</li> </ul>	<ul style="list-style-type: none"> <li>Draft policy and MOU for contact with foreign consulates</li> <li>Draft guidebook for eligibility of services and outreach</li> </ul>
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**2012-2013: Implementation Plan**

Timeframe:	Jan-June 2012	July-Dec 2012	Jan-June 2013	July-Dec 2013
<b>Action Area: Policy Development</b>				
<b>Benchmarks</b>	<ul style="list-style-type: none"> <li>Finalize and issue Language Access policy</li> <li>Establish lawyer network</li> <li>Finalize policies on consular notification for Milwaukee and provide guidance statewide</li> </ul>	<ul style="list-style-type: none"> <li>Explore potential to draft MOUs with consulates</li> <li>First draft policy on placement and care decisions</li> </ul>	<ul style="list-style-type: none"> <li>Finalize policy on placement and care decisions and incorporate into existing policies</li> <li>Begin drafting procedures related to immigration status and case assessment</li> </ul>	<ul style="list-style-type: none"> <li>Finalize procedures related to immigration status and incorporate into case assessment and planning policies</li> </ul>
<b>Action Area: Training</b>				
<b>Benchmarks</b>	<ul style="list-style-type: none"> <li>Review Curriculum for Ongoing Case Worker Trainings</li> <li>Presentation for WCHSA Spring Conference</li> <li>Presentation at Adoption Conference</li> <li>Explore e-learning options to provide training that is accessible year-round</li> </ul>	<ul style="list-style-type: none"> <li>Develop training on language access issues</li> <li>Draft Informational Memo for changes in the curriculum in coordination with Workgroup</li> <li>Presentation at Judicial Conference</li> <li>Presentation at GAL conference</li> <li>Public CW conference (October)</li> <li>Foster Care Coordinators Conference</li> </ul>	<ul style="list-style-type: none"> <li>Connect with US State Department regarding training opportunities on consular notification</li> <li>Develop training on Special Immigrant Juvenile Status (SIJS) and other immigration status issues to incorporate in case worker trainings</li> </ul>	

Timeframe:	Jan-June 2012	July-Dec 2012	Jan-June 2013	July-Dec 2013
<b>Action Area: Special Programs</b>				
<b>Benchmarks</b>	<ul style="list-style-type: none"> <li>• Compile and analyze results from Resources Survey</li> <li>• Develop report with evaluative results of survey</li> <li>• Consider development of legislative proposals related to SIJS (for possible inclusion in budgetary process) [may not be necessary with development of pending federal legislation]</li> <li>• Consider development of language access program for consideration in state 2013-15 biennial budget</li> </ul>	<ul style="list-style-type: none"> <li>• Create Resource Action Plan based on Resources Survey report</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of language access program</li> <li>• Identify funding sources for legal services</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of Resource Action Plan</li> <li>• Develop legal services program if funding source available</li> </ul>

#### Other Experts or Resources that will be Needed

- Collaboration with Mexican and other consulates
- Collaboration with legal network
- Federal funding opportunities
- Interns/other resources for research and writing
- Consultation with Illinois regarding their experience with consulate MOU
- Other experts and stakeholders should always be consulted before finalization of policies
  - Attorneys, Out of Home Care Committee, Case Process Committee, Permanency Workgroup, advocacy organizations, Wisconsin County Human Services Association, and counties through the Bureau of Regional Operations, Child Welfare Professional Development System Curriculum Committee